



Gender Pay Gap Report

November 2025

Smurfit Westrock



EveryOne
For An Inclusive Workplace



Smurfit Westrock strives to be a truly inclusive and diverse organization. We appreciate and value the diversity of our people who bring new experiences, ideas and perspectives. This diversity enables our organization to grow and innovate for our future.

Smurfit Westrock is pleased to publish its 2025 Gender Pay Gap Report, in accordance with the Gender Pay Information Act 2021. The pay data of all employees across our Irish Smurfit Westrock entities, either on a permanent or temporary basis, during the period July 1st 2024 to June 30th 2025 has been used to create this report.

Our journey - 2025 update

“EveryOne”, our Inclusion and Belonging program remains a key focus for the Group. The efforts are driven through our EveryOne Forum, which is chaired by Stephanie White, Group Chief Inclusion and Diversity Officer. The Executive Sponsor for Gender Diversity is Ken Bowles, Executive Vice President & Group CFO and is further supported by senior leaders and a global ally network.

- We have continued to build on our RISE Female Development Program, which is designed to develop and empower women across the organization. In 2025, we have 7 Group-wide cohorts (292 participants) who have completed the program. Additionally, in 2025 our UK & Ireland Corrugated business completed a program with 31 participants, which was recognized with an award by the CPI organization in June 2025.
- The Group has continued to increase the numbers of female participants in all our Global Learning Academy programs and have broadened our engagement with our partner ‘Social Talent’, for Inclusion learning.

We will continue these programs into 2026.

What is Smurfit Westrock’s Gender Pay Gap?

Our Gender Pay Gap Report 2025 marks the first full year reporting under Smurfit Westrock, one year after Smurfit Kappa Group merged with WestRock Company. Although not all entities meet the reporting requirement, we are pleased to voluntarily disclose our overall result across all entities in Ireland.

The data shows a mean Gender Pay Gap of minus 24.2% which means that the **mean total pay of women is higher than the mean total pay of men by 24.2% in Smurfit Westrock in Ireland.**

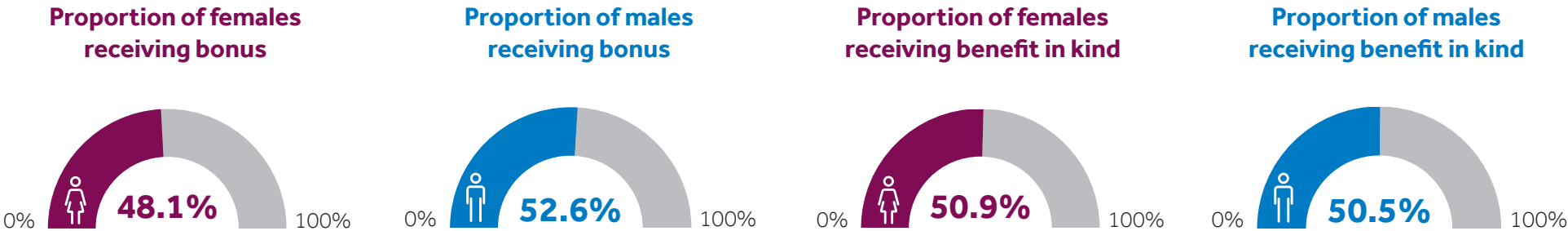
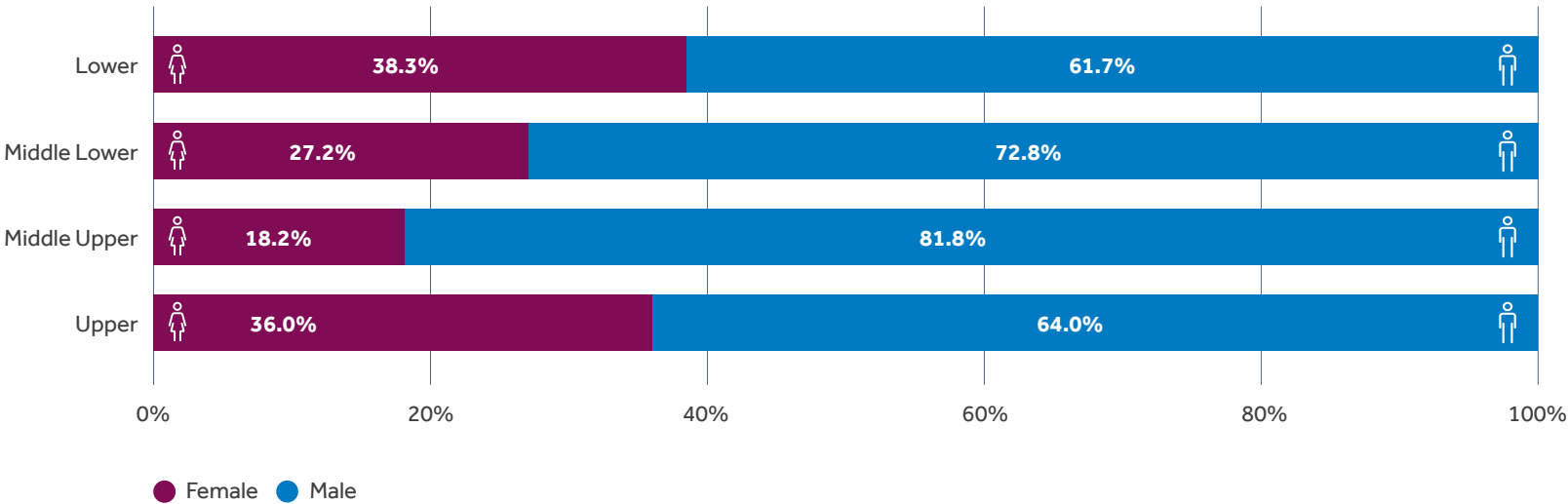
We also note that we have a median Gender Pay Gap of plus 9.8% which means that the **median pay of men is higher than the median pay of women by 9.8% in Smurfit Westrock in Ireland.**

Difference between males and females	Mean (average)	Median (middle)
Pay gap	-24.2%	9.8%
Bonus gap	-57.0%	-175.2%





Proportion of males and females in each quartile (Hourly Pay)





Our results are influenced by the different roles that males and females hold across Smurfit Westrock. We have higher representation of men across all quartiles, with females representing approx. 30% of our total population, reflecting a similar pattern across our industry peers.

While our overall gender pay gap results currently favour women, we recognize that factors such as role, tenure, and performance can influence these outcomes. It is therefore essential to distinguish between Equal Pay and the Gender Pay Gap. Equal Pay refers to ensuring that individuals performing the same work receive the same remuneration, regardless of gender. In contrast, the Gender Pay Gap measures the difference in average total earnings between men and women across the organization, without accounting for differences in role or experience.

This gap is expressed as a percentage and highlights broader trends in representation and pay distribution.

Five of our entities meet the mandatory reporting requirements as they had more than 50 employees on the snapshot date.

- Smurfit Kappa Ireland Limited
- Smurfit Kappa Services Limited
- Multi Packaging Solutions Westport Ltd
- Multi Packaging Solutions Limerick Ltd
- Westrock Healthcare Packaging Ireland Ltd

A breakdown of the five entities is included in the Appendix:

With our ambitious plans for Diversity, Equity, Inclusion and Belonging (DEIB) in Smurfit Westrock at the forefront of our minds, we have been on an accelerated journey since the combination to champion and promote Diversity, Equity, Inclusion and Belonging. We are committed to being a Company where everyone will genuinely belong, be respected, valued and can do their best work. Diversity is the one thing we have in common and is a competitive advantage.

Tony Smurfit
President & Group CEO
Smurfit Westrock

Sharon Whitehead
Group Chief HR Officer
Smurfit Westrock

28 November 2025





Appendix 1

Smurfit Kappa Ireland Limited

Gender Pay Gap Requirements	Percentage	
Mean hourly gender pay gap	-8.50%	
Median hourly gender pay gap	5.70%	
Mean hourly gender bonus gap	-40.90%	
Median hourly gender bonus gap	-13.20%	
Percentage of employees per gender who receive a bonus	76% (F)	91% (M)
Percentage of employees per gender who received a BIK	15% (F)	9% (M)
Mean hourly gender pay gap (Temporary)	1.00%	
Median hourly gender pay gap (Temporary)	-3.40%	
Mean hourly gender pay gap (Part-time)	83.30%	
Median hourly gender pay gap (Part-time)	85.70%	
Percentage of employees per gender in the lower quartile	25.1% (F)	74.9% (M)
Percentage of employees per gender in the lower middle quartile	23.9% (F)	76.1% (M)
Percentage of employees per gender in the middle upper quartile	15.4% (F)	84.6% (M)
Percentage of employees per gender in the upper quartile	26.3% (F)	73.7% (M)

Smurfit Kappa Ireland Limited represents 42% of the employees in the Company in Ireland and 77% of these are men who are mainly employed in manufacturing and warehouse roles; the women are mainly employed in administrative and managerial type roles leading to a pay gap in favour of women.



Appendix 2

Smurfit Kappa Services Limited

Gender Pay Gap Requirements	Percentage	
Mean hourly gender pay gap	42.80%	
Median hourly gender pay gap	-36.10%	
Mean hourly gender bonus gap	53.80%	
Median hourly gender bonus gap	5.60%	
Percentage of employees per gender who receive a bonus	88% (F)	86% (M)
Percentage of employees per gender who received a BIK	21% (F)	24% (M)
Mean hourly gender pay gap (Temporary)	N/A	
Median hourly gender pay gap (Temporary)	N/A	
Mean hourly gender pay gap (Part-time)	N/A	
Median hourly gender pay gap (Part-time)	N/A	
Percentage of employees per gender in the lower quartile	46.7% (F)	53.3% (M)
Percentage of employees per gender in the lower middle quartile	61.0% (F)	39.0% (M)
Percentage of employees per gender in the middle upper quartile	64.4% (F)	35.6% (M)
Percentage of employees per gender in the upper quartile	56.7% (F)	43.3% (M)

Smurfit Kappa Services Limited includes the key administrative functions for the Company in Ireland as well as senior management. There is a broad mix of men and women, and the pay gap is a reflection of the higher representation of men at the more senior levels.



Appendix 3

Multi Packaging Solutions Westport Ltd

Gender Pay Gap Requirements	Percentage	
Mean hourly gender pay gap	8.70%	
Median hourly gender pay gap	9.30%	
Mean hourly gender bonus gap	32.40%	
Median hourly gender bonus gap	16.40%	
Percentage of employees per gender who receive a bonus	6% (F)	2% (M)
Percentage of employees per gender who received a BIK	98% (F)	98% (M)
Mean hourly gender pay gap (Temporary)	N/A	
Median hourly gender pay gap (Temporary)	N/A	
Mean hourly gender pay gap (Part-time)	N/A	
Median hourly gender pay gap (Part-time)	N/A	
Percentage of employees per gender in the lower quartile	43.0% (F)	57.0% (M)
Percentage of employees per gender in the lower middle quartile	34.9% (F)	65.1% (M)
Percentage of employees per gender in the middle upper quartile	32.2% (F)	67.8% (M)
Percentage of employees per gender in the upper quartile	16.1% (F)	83.9% (M)

Multi Packaging Solutions Westport Ltd mainly employs general operatives and this includes a proportionate mix of both men and women. The pay gap is a reflection of the higher representation of men at the more senior levels.



Appendix 4

Multi Packaging Solutions Limerick Ltd

Gender Pay Gap Requirements	Percentage	
Mean hourly gender pay gap	20.30%	
Median hourly gender pay gap	22.50%	
Mean hourly gender bonus gap	N/A	
Median hourly gender bonus gap	N/A	
Percentage of employees per gender who receive a bonus	N/A (F)	4% (M)
Percentage of employees per gender who received a BIK	78% (F)	94% (M)
Mean hourly gender pay gap (Temporary)	N/A	
Median hourly gender pay gap (Temporary)	N/A	
Mean hourly gender pay gap (Part-time)	N/A	
Median hourly gender pay gap (Part-time)	N/A	
Percentage of employees per gender in the lower quartile	54.8% (F)	45.2% (M)
Percentage of employees per gender in the lower middle quartile	26.7% (F)	73.3% (M)
Percentage of employees per gender in the middle upper quartile	10.0% (F)	90.0% (M)
Percentage of employees per gender in the upper quartile	12.9% (F)	87.1% (M)

Multi Packaging Solutions Limerick Ltd mainly employs general operatives and this includes a mix of both men and women. The pay gap is a reflection of the higher representation of men at the more senior levels.



Appendix 5

Westrock Healthcare Packaging Ireland Ltd

Gender Pay Gap Requirements	Percentage	
Mean hourly gender pay gap	21.60%	
Median hourly gender pay gap	18.50%	
Mean hourly gender bonus gap	76.80%	
Median hourly gender bonus gap	24.50%	
Percentage of employees per gender who receive a bonus	19% (F)	16% (M)
Percentage of employees per gender who received a BIK	88% (F)	93%(M)
Mean hourly gender pay gap (Temporary)	N/A	
Median hourly gender pay gap (Temporary)	N/A	
Mean hourly gender pay gap (Part-time)	-9.10%	
Median hourly gender pay gap (Part-time)	-9.10%	
Percentage of employees per gender in the lower quartile	43.2% (F)	56.8% (M)
Percentage of employees per gender in the lower middle quartile	36.1% (F)	63.9% (M)
Percentage of employees per gender in the middle upper quartile	16.7% (F)	83.3% (M)
Percentage of employees per gender in the upper quartile	18.9% (F)	81.1% (M)

Westrock Healthcare Packaging Ireland Ltd mainly employs general operatives and this includes a mix of both men and women. The pay gap is a reflection of the higher representation of men at the more senior levels.

